

## **2017 Minority Women Business Enterprise Disparity Study: Summary/Key Messages**

### **Key messages**

- Based on the study's findings, there is disparity. Therefore, the city can continue to use race and gender conscious measures to remedy disparities.
- The results of the study found that when the city sets Minority Women Small Business Enterprise (MWSBE) subcontracting goals, we have greater utilization. When we don't set MWSBE subcontracting goals, we have less utilization.
- The city uses subcontracting goals on many contracts, and it is a useful tool to address disparity.
- The city has increased contract spending with Minority, Women, and Small Business Enterprises (MWSBEs), and the city will continue to expand and refine these efforts to increase contracting opportunities. First step is for Council to take action on the study findings at the business meeting on 11/27.
- In early 2018, the ED Committee and other stakeholders will be engaged to discuss any recommended enhancements and adjustments to the CBI program following adoption of the Disparity Study.
- The Charlotte community has been engaged throughout the disparity study process. Venues for engagement included the Disparity Study Advisory Committee, two public meetings regarding the study and disparity study telephone surveys.

### **What is a disparity study?**

- Study to determine whether disparity exists between the number of minority/women business enterprises (M/WBEs) available to perform on city contracts and the city's utilization of these firms and the extent to which any disparity is attributable to discrimination.

### **Why does the city need a disparity study?**

- The study provides the city with an objective analysis of contracting practices, ensuring that we take a thorough approach to understanding and addressing disparities that exist.
- Addressing disparity is only one aspect of the city's ongoing effort to promote transparency, accountability and equity in all aspects of municipal government.

### **Who conducted the city's disparity study?**

- BBC Research & Consulting.

### **From what time period did BBC review city expenditures?**

- The study examined city-funded contracts and expenditures between July 1, 2011 and June 30, 2016.

### **Purpose of ED Committee and Council presentations**

- To receive BBC Research & Consulting's Disparity Study Report and their findings.
- To look back over a prior 5-year period and see if our measures to reduce disparity are working.
- Requested council action will be to adopt the study so the city can continue to use race and gender conscious means to address disparity.

### **What will happen after City Council adopts the study?**

- The disparity study does not make recommendations on how to change the city's contracting policies and programs. The study only verifies whether or not disparity exists on city contracting.
- Staff and community stakeholders will review the study and make recommendations for policy and program enhancements.

### **What will happen if City Council doesn't adopt the study?**

- Due to the age of the previous disparity study, the race and gender conscious measures of the Charlotte Business INclusion Policy, including the establishment of MWBE goals, are currently set to expire on Dec. 31, 2017 unless Council adopts a new study that justifies continued use of race and gender conscious measures.